



DEPARTMENT OF THE ARMY
CALIFORNIA ARMY NATIONAL GUARD
HEADQUARTERS, 1ST BATTALION, 140TH AVIATION REGIMENT (GSAB)
4640 SARATOGA AVENUE, SUITE 105
LOS ALAMITOS, CALIFORNIA 90720-5166



CADD-AV-CR

1 May 2003

MEMORANDUM FOR All Personnel, 1-140th Aviation Regiment (GSAB)

SUBJECT: Command Policy #1-03, Equal Opportunity/Discrimination Policy Statement

1. References:

- a. AR 600-20, Army Command Policy, 13 May 2002.
- b. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 18 September 1989.
- c. NGR (AR) 600-21, Equal Opportunity (EO) in the Army National Guard, 5 April 1993.
- d. NGR (AR) 600-22, National Guard Military Discrimination Complaint System, 1 October 1992.
- e. NGR (AR) 690-600, Civilian Discrimination Complaint Processing and Adjudication, 15 March 1993.

2. The purpose of this command policy is to establish the Equal Opportunity Program for 1-140th Aviation Regiment (GSAB).

3. Policy/Procedures.

a. It is my policy to ensure equal opportunities, fair treatment, and an environment free of unlawful discrimination, sexual harassment, and offensive behavior exists for all 1-140th Aviation Regiment (GSAB) military personnel, their family members, and DA civilians. I base my Equal Opportunity philosophy on fairness, justice, and equity. Simply put, on or off duty, I will not tolerate, condone, or permit any kind of harassment, intimidation, or discrimination based on gender, race, color, religion, or national origin. Persons that engage, condone, or instigate any kind of harassment including sexual harassment, intimidation, or discrimination and leaders or soldiers that permit or conduct such activity without taking action, will receive immediate administrative or disciplinary action IAW appropriate regulation and/or the UCMJ.

b. Company Commanders will conduct a unit assessment using the Strength management assessment model (SMAM) and/or Command Climate Survey within 180 days of assuming command and annually thereafter (<http://www.odcsper.army.mil>, click on "Human Resources" and "Command Climate Survey," IAW AR 600-20, Appendix F). Rating and reviewing officials shall evaluate each member's commitment to elimination of unlawful discrimination and/or sexual harassment and document significant deviations from that commitment in evaluation reports. In short, I hold all leaders responsible for ensuring fair and equitable treatment for all service members, their families, and civilians working with the National Guard. Each of us must remain dedicated to achieving an environment free from any form of harassment or discrimination and annotate equal opportunity as a goal for our assessment in personal performance evaluations.

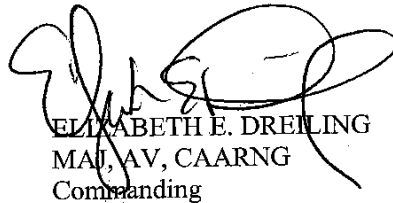
CADD-AV-CR

SUBJECT: Command Policy #1-03, Equal Opportunity/Discrimination Policy Statement

c. Members of 1-140th Aviation Regiment (GSAB) have the right to submit complaints IAW NGR (AR) 600-22, Chapter 2, without fear of reprisal or penalty. If necessary to file a complaint, you are encouraged to use your chain of command as the primary channel for resolving discrimination complaints and requests for redress of grievances. When possible, refer allegations of discrimination for processing at the lowest appropriate leadership level. This provides leaders an opportunity to assist the complainant, inquire into the issues, take corrective action, and to resolve the complaint at the lowest level. Discrimination requires special attention and I take fair and equitable treatment to all very seriously. Therefore, regardless of the level of a complaint, I want a briefing on the situation from the chain of command immediately to ensure accomplishment of appropriate action. The battalion Equal Opportunity staff is always available to assist you. Leaders will ensure to protect complainants from intimidation, harassment, and acts or threats of reprisal.

d. As your Battalion Commander, I assure all members that I absolutely will not tolerate discrimination of any kind. I insist on good military discipline and proper soldier conduct regardless of gender, race, color, religion, or national origin. Discrimination is unprofessional, demeaning, counterproductive, and violates established rules and standards of conduct. Bottom line - treat all military personnel, their family members, and DA civilians fairly. I, and each member, must remain committed to the professional Army ethic to promote a positive, nondiscriminatory environment.

4. This policy supersedes the previous command policy, subject as above.
5. The proponent of this command policy is the undersigned at (562) 795-1413.



ELIZABETH E. DREILING
MAJ, AV, CAARNG
Commanding